Practical Keys to Inclusion

Colin Newton & Derek Wilson
www.inclusive-solutions.com
Welcome and LISTEN!
Because we’re human, we’re going to mess up, we’re going to make errors and omissions - So we are asking for your forgiveness in advance........
The Power Of Graphics
Hamilton-Wentworth Catholic District School Board
Promise to Parents 1969

“Parents in our schools are given a simple promise. To this day we have kept that promise. Your child, able or disabled, is welcome and will be a full participant in his or her school and class. Your child will never be removed permanently. In the event of any short term removal, for whatever reason, due process will be followed. And your child remains welcome to return. Always.”
WELCOME

REACHING OUT
(a lot of bother)

EYE CONTACT
(non-threatening)

INTEREST

SMILE
(GENUINE)

INTRODUCE SELF
HANDSHAKE

A SENSE OF SAFETY and a SENSE OF BELONGING

JUDGING

THE ELDERS
'TRIAL BASIS'
LISTENING

What does INCLUSION mean to me?

- reassuring
- valued
- DANGER
- URGE TO REASSURE OURSELVES
- UNNORMAL
-images of people falling down streets
- FREEDOM
- Racing downstairs
- Outside whole new wasteland
- Number 18

PLAY
Talking Stick Reflection

A Listens B Talks
B Listens A Talks

Dialogue
Talk to each other

1 Minute
Nana always been there

THE LONG VIEW

—never leaves me
never will
daughter's unconditional love

10 years... 20 years
Social Change happens under our feet....
The Long View
long view....
Learning and Accommodations

Adagio-allegro-string quartet in C
Mozart
Celebrating difference and diversity

It is about adults learning
## Classroom strategies that work

*Marzano, Pickering and Pollock: 2005*

<table>
<thead>
<tr>
<th>STRATEGY</th>
<th>Effect Size</th>
<th>Percentile Gain</th>
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<tbody>
<tr>
<td>Identifying Similarities and Differences</td>
<td>1.61</td>
<td>45%</td>
</tr>
<tr>
<td>Summarising and note taking</td>
<td>1</td>
<td>34%</td>
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<tr>
<td>Encouraging effort and giving recognition</td>
<td>0.80</td>
<td>29%</td>
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<tr>
<td>Homework and Practice</td>
<td>0.77</td>
<td>28%</td>
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<tr>
<td>Visual Aides</td>
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<td>27%</td>
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<tr>
<td>Cooperative Learning</td>
<td>0.73</td>
<td>27%</td>
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</table>
Strengthening memory... we generally recall...

- 10% of what read
- 20% of what heard
- 30% of what seen
- 50% of what seen and heard

PARTICIPATION!

- 70% of what said
- 90% of what say and do together
GIFTS

and Building Capacity
What do you see?
Get your motor runnin'.
Head out on the highway!
Lookin' for adventure.
In whatever comes our way!
Born to be filed!

No one's ever going
to see us again, are they?

Nope!

Teammates engage in their annual
Post-IEP completion ritual.
Whoever they are...
Learning to listen

♦ Move from control to working together
♦ Attend to both what is said and what is actually meant
♦ Regard actions as communication
♦ Take people seriously... however little!
♦ Ask 'who loves this person?'

Herb Lovett: Learning to listen (1996)
All means all...
CRITERIA for Being INCLUDING

BREATHING with a Respirator (if you need one)
Strong relationships are based on the accommodations we make to each other and must contain ways of repairing damage.
Dumbo says it all...
Difference is cool...
Circles of Support
Jazz

“It’s tough to define, but I know it when I hear it”

Miles Davis (1984)
My definition of a friend is one who knows all about you and won’t go away.

Anonymous
AIMS of Circles of Friends

♦ To create a support network for child
♦ To reduce child’s challenging behaviour
♦ To enable child to deal successfully with victimisation
♦ To increase child’s understanding of their own behaviour and give them more choices
♦ To help child make friends
CREATIVE STAFF TEAMS
Never Dive Alone
3 Gargoyles of Change

FEAR

CONTROL

COMPLACENCY
Our deepest connections have to do with our fears, uncertainties and powerlessness.

Recognises we are all profoundly influenced by poverty, racism, homophobia, and takes responsibility for this.

Has structures for making space and time to answer the question ‘What do you do when you don’t know what to do’.

Recognises that wisdom about being human is widely distributed.
‘It’s no good giving up. Keep on inviting him swimming. I’m inviting James to my party. I’m inviting James to my disco later this year. I’m inviting James trampolining.’

The Listening Group: (Aged between 9 and 10 years)